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7/1/2006 6/30/2007

UNION COMMUNITY SCHOOL

MASTER AGREEMENT

2006 - 2007

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PUBLIC EMPLOYMENT
RELATIONS BOARD

A BARGAINING AGREEMENT
BETWEEN
THE UNION EDUCATION ASSOCIATION
AND
THE UNION COMMUNITY SCHOOL BOARD
July 1, 2006 - June 30, 2007

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2. Aggrieved Person: An aggrieved person shall be the person, persons, or the Association making the complaint.
3. Binding Arbitration: Binding arbitration shall mean the hearing and determination of a case in controversy by a person chosen by the parties.

203.2 PURPOSE AND PROCEDURE

1. The purpose of this procedure is to secure, at the lowest possible level, solutions to the grievance arising from interpretation of the language in this agreement. Both parties agree that these proceedings will be kept informal and confidential as may be appropriate at any level of this procedure.

If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance in writing to the building principal and the process of such grievance shall begin at the second step. The Association may process the grievance through all remaining steps of this procedure.

If the grievance affects employees in more than one building, the grievance may be filed at the third step and the processing of such grievance shall begin at that point.

2. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The failure of an employee or the Association to act on any grievance within the prescribed time limits shall constitute a waiver of the grievance and will act as a bar to further appeal. An administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step. Time limits may be extended by mutual agreement in writing.
3. It is agreed that any investigation, handling or processing of any grievance by the grieving employee or his/her representative shall be conducted so as to result in no interference with, or interruption of, the instructional program and related work activities of the grieving employee or of the teaching staff. When it is necessary for an aggrieved person and/or an Association representative to attend meetings called for in this article during the work day, said aggrieved person and/or representative shall be released without loss of compensation.
4. All grievances must be presented to the appropriate building principal at the first step within ten (10) working days of the date of occurrence of the event giving rise to the grievance or from the time when such event might reasonably have been known by the aggrieved person.
5. Every employee covered by this Agreement or the Association shall have the right to present grievances in accordance with these procedures and shall have the right to have a representative present at all meetings covered under this article.

THIRD STEP

In the event the aggrieved person or the Association are not satisfied with the disposition of the grievance at the second step, the aggrieved or the Association may file an appeal of the principal's written decision within five (5) working days of the said decision with the superintendent and/or his/her representative. Within five (5) working days after the written grievance is filed with the superintendent, the aggrieved and the superintendent shall meet in an attempt to resolve the grievance. The superintendent and/or his/her representative shall file a response to the grievance within ten (10) working days of the third step grievance meeting and communicate this decision in writing to the employee, the principal, and the Association.

FOURTH STEP

1. If the aggrieved person and the Association are not satisfied with the disposition of the grievance at step three, they may submit the grievance to binding arbitration. Grievances which have been processed through the preceding steps of this procedure, shall be submitted to arbitration as provided below. If the written request for arbitration is not filed with the superintendent within ten (10) school days of the third step reply, then the grievance will be deemed settled on the basis of superintendent's decision at the third step.
2. The grievant or his/her representative shall submit a written notice to the superintendent. The arbitration proceeding shall be conducted by an arbitrator to be mutually selected by the two parties within ten (10) working days after said notice is received by the superintendent. If the two parties fail to reach agreement on an arbitrator within ten (10) working days, the Federal Mediation and Conciliation Service shall be requested to provide a list of five arbitrators. This request shall be in the form of a written communication to FMCS from the grievant and the Association and a copy shall be provided to the superintendent. Each of the two parties shall alternately strike one name at a time from the list until one shall remain.
3. The remaining name shall be the arbitrator. The decision of the arbitrator regarding a grievance shall be submitted in writing within twenty (20) working days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The decision of the arbitrator shall be in writing and shall set forth his findings of fact, reasoning, and conclusions on the grievance submitted and shall be binding on the parties.
4. The arbitrator shall have no power to alter, change, detract from or add to the provisions of this Agreement, but shall have the power only to apply and interpret the provisions of this Agreement to the settlement of issues related to the grievance as submitted.

205.3 AUTHORIZATION FOR DUES DEDUCTION

Any employee who is a member of the Union Education Association, or who has applied for membership, may sign and deliver to the Board Secretary, or its designee(s), an assignment authorizing payroll deduction of professional dues at least ten (10) days prior to a pay period. The form of assignment shall be set forth in Schedule B.

205.4 REGULAR DUES DEDUCTION

Pursuant to a deduction authorization, the Board shall deduct at the employee's option one-third (1/3) or one-tenth (1/10) of total dues from the regular salary check of the employee for either three (3) or ten (10) consecutive months.

205.5 PRO-RATED DUES DEDUCTION

Employees who begin dues deduction after September shall have the total dues pro-rated on the basis of the remaining months of employment through June.

205.6 TRANSMISSION OF DUES

The Board shall transmit to the Association the dues deducted from employees' monthly checks for each pay period within ten (10) school days of the end of each pay period.

205.7 BOARD INDEMNIFICATION

The Association agrees to indemnify and hold harmless the Board, each individual member, and all administrators against any and all claims, costs, suits, or other forms of liability and court costs arising out of the application of the provisions in this agreement between the parties for payroll and dues deductions.

302 PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

302.1 APPLICATION FOR SALARY CREDIT

Any employee who plans to enroll in a course or seminar at an accredited college or university and who desires such course or seminar work to apply toward an educational lane change on the salary schedule must file written notification with the superintendent or his/her designee and receive approval before enrolling. These credits must be graduate level courses or other courses approved by the superintendent and must be germane to the employee's teaching assignment as determined by the superintendent. Credits earned in the following areas would be considered germane in addition to credits earned in a specific assignment: Educational Administration, Guidance, Student Personnel, Educational Psychology, Library/Educational Media and Special Education. Credits earned which are not germane to the employee's regular assignment may be allowed if they are in relation to another assignment given to that employee by the Board.

302.2 REMUNERATION

Upon evidence of successful completion of courses or seminars granting credit and being approved as under section 302.1 of this contract, the employee shall notify the superintendent or his/her designated representative by supplying an official grade report or transcript from the granting institution. Credit for educational lane changes will be granted once a year with the certification date being not less than ten (10) days prior to the September pay period at the start of each new school year.

302.3 REQUIRED EDUCATION

All teachers must meet state recertification requirements set by the Department of Education.

303 REGULAR, PART-TIME TEACHERS

Regular part-time teachers shall be paid the same salary rate as a full-time teacher in proportion to their teaching contract hours and/or contract days.

304 EXTENDED REGULAR CONTRACTS

Individuals whose teaching contracts include more days than the regular contract of teachers, will be paid additionally on the same per diem basis as during their regular contract. The base pay increase for staff on this type of extended contract will be figured by dividing the BA Base increase by the number of days in their regular contract and multiplying the resulting number by the days in each individual's extended contract.

308.3 HEALTH AND MAJOR MEDICAL

The District will provide the coverage for eligible employees electing single coverage except for the first dollar (\$1.00) per year which will be paid by the employee. This coverage shall be comparable to the Wellmark Amended Protector 100 with Alliance Select.

The District will provide the combined single and dependent coverage for eligible employees electing dependent coverage (comparable to the Wellmark Amended Protector 200 with Alliance Select) except for the first sixty-five dollars (\$65.00) per month of the combined premium, which will be paid by the employee. The premium costs for dependent coverage paid by the employee will be deducted from the employee's gross wages for each month, and will be submitted by the district to the insurance company thereby lowering the employee's taxable gross wages and the employee wages on which the district must pay IPERS and FICA.

Regular part-time employees who work less than standard contract as stated in 502.1 and 503.1, but at least twenty-five (25) hours per week, shall be eligible for single insurance coverage paid by the Board. Those employees shall have the option of electing dependent coverage and shall have the additional premium paid pro rata according to full-time equivalency. If an employee is hired for 3/4 time or more, the Board shall pay the dependent coverage. If an employee is hired for 3/4 time or greater, but then reduced to less than 3/4 time, maintaining at least an average of twenty-five (25) hours or more per week, the Board shall continue to pay the dependent coverage.

New employees and their dependents, if eligible, shall be covered if application for coverage is made timely, on the first of the month following or coinciding with the date of employment and shall continue for the duration of their contractual obligations unless they are no longer "eligible" as defined elsewhere in this section or this insurance coverage is changed through the negotiations process.

The District will provide an IRS Section 125 Plan that allows for pre-tax deductions for:

1. Life/Health premiums paid by employees
2. Unreimbursed medical, dental and optical expenses
3. Dependent care expenses

At the conclusion of district contributions, insurance benefits may be continued at the employee's own expense, subject to the conditions and regulations of the carrier.

400 LEAVES OF ABSENCE

401 PERSONAL ILLNESS

1. Employees shall be granted 15 days of absence for personal illness, injury or disability with full pay for the first year of employment and for each subsequent year of employment.

The Board of Education or the superintendent may request evidence for such leave from the employee's physician. They may also require consultation between the employee's physician and a physician of the district's own choosing to verify the need for such leave. If the school district requests a consultation, cost for that consultation shall be borne by the district.

Personal illness days for part-time employees who work 190 day contracts but fewer than 8 hours per day will be allotted on the basis that a sick leave "day" is equivalent to whatever their normal work "day" is. Personal illness days for part-time employees who work less than 190 day contracts will be allotted in proportion to the same ratio as their contract days are to 190 days. This ratio would be multiplied times the number of sick leave days called for in the schedule above.

2. The above amounts shall apply to consecutive years of employment in the Dysart-Geneseo, the LaPorte City and/or the Union Community School Districts and accumulated sick leave and credited current sick leave shall not be more than a total of one hundred twenty (120) days.
3. An employee returning to work after any illness or injury, whether or not sick leave benefits have been paid, may be required by the Board to undergo a medical examination to determine whether he/she is physically and mentally qualified to return to work. This examination shall be completed by a doctor or psychiatrist mutually agreed upon by the employee and the Board. The cost of such examination, if required, shall be paid by the Board.
4. When an employee will be absent from work, he or she shall give notice to his/her principal or the person designated by the Superintendent to receive such notice. If the absence is for consecutive days, the Superintendent or his/her representative shall be notified of the return of the employee.
5. Sick leave shall not be granted for employee elective surgery. The employee's personal physician shall determine when surgery shall be performed.

402 IMMEDIATE FAMILY ILLNESS

Absence due to serious illness of an employee's immediate family, which shall include spouse, children, parents, father-in-law, mother-in-law, grandchildren, and grandparents (whether or not their regular residence is in the home of the employee), or other relative whose regular residence is in the home of the employee, shall be limited to five (5) days per year. Leave beyond the five (5) days

- e. over 300 miles two days

The above mileage shall be considered to be round trip miles.

4. The superintendent or his/her designee shall have the power to extend all the above provisions in any specific instance.

405 PROFESSIONAL LEAVE

Professional leave will be granted at the discretion of the superintendent or his/her designee. The employee wanting to use a day for professional leave shall file a request with his/her building administrator at least five school days in advance of his/her absence.

If the request is approved, expenses approved in advance will be paid by the district. Whenever possible, transportation will be by school-owned vehicle. In the event the teacher uses his/her personal car, mileage will be paid in the amount of the district's policy at that time.

406 ASSOCIATION LEAVE

Officers and/or representatives of the Association will be allowed up to an aggregate of six (6) days absence from school duties for Association business, without pay deduction. The Association will pay for the substitute teachers.

407 JURY DUTY

Any employee covered by this agreement who serves on a jury will receive his/her normal salary and will turn over any compensation received as a juror to the Board. Compensation for mileage, meals, and other expenses would remain the individual's. The employee may be requested to bring evidence from the Clerk of Court stating when his/her services terminated each day he/she served, and if at least one half (1/2) or more of the employee's normal work day remains after dismissal from the court, he/she should return to his/her assigned building and complete the remainder of his/her work day.

408 EXTENDED LEAVES OF ABSENCE

408.1 STATE OR NATIONAL ASSOCIATION LEAVE

A leave of absence without pay and fringe benefits for up to one (1) year shall be granted upon written request from an employee for the purpose of serving as an officer of the Iowa State Education Association (ISEA) or the National Education Association (NEA). Upon returning from such leave, the employee shall be placed in the same or a comparable teaching position, which may include supplemental duties

408.3 FAMILY ILLNESS

A leave of absence without pay and fringe benefits up to one (1) year may be granted at the discretion of the superintendent upon written request from an employee for the purpose of caring for a sick or injured member of the employee's immediate family. Additional leave may be granted at the discretion of the Board.

Upon return from such leave, the employee shall be placed in the same or a comparable teaching position, which may include supplemental duties. If the employee has served at least half the days in a regular contract before requesting such leave, the employee will be placed at the same position he/she was on before requesting leave, and will advance one (1) step per year thereafter. If the employee has served less than half a regular contract year before requesting this leave, he/she will return to the same position on the salary schedule as he/she was on when he/she left.

The employee on leave must notify the superintendent by February 1st preceding the next school year of his/her intent to return to teach in the district. Any employee who may be terminated due to such return shall be informally notified by March 15th. To determine a comparable teaching position, the following steps will be used:

- | | |
|------------|--|
| Elementary | <ol style="list-style-type: none">1. A position at the employee's original grade level/assignment.2. A position within three grades as follows: K-3, 4-63. Any position for which the employee is certified by the Department of Education.4. |
| 7 - 12 | <ol style="list-style-type: none">1. A position in the employee's major subject area/assignment.2. Any position for which the employee is certified by Department of Education. |

These steps will be followed sequentially in an effort to provide a position most like the employee's original position before the leave was taken.

408.4 EDUCATIONAL IMPROVEMENT

A leave of absence without pay or fringe benefits for up to one (1) year may be granted at the discretion of the superintendent upon written request from an employee for the purpose of engaging in study at an accredited college or university.

The employee must give the superintendent or his/her designee five (5) calendar days written notice requesting such leave, except in emergency situations.

410 OTHER LEAVES

Employees shall not be required to use personal leave when the employee's absence for personal business is during the first thirty (30) minutes or the last thirty (30) minutes of the workday. A maximum of eight (8) of these absences are allowed per year. Notification must be made to the building principal or his/her designee at least one school day in advance.

503.2 LEAVING THE BUILDING

Employees may leave the building without requesting permission only during their scheduled lunch periods, and with permission from the building principal during their preparation period. Employees may be given released time during the school day for special circumstances if approved by the building principal.

503.3 FACULTY AND OTHER MEETINGS

Faculty meetings shall be held, when possible, prior to the students' day. Emergency meetings may be called by the building principal when deemed necessary. Such meetings shall not exceed 5:00 P.M. and shall be limited to not more than seven (7) hours per school year. Meetings shall not be called after the students' day on Friday, or any day immediately preceding a holiday.

503.4 LUNCH

There shall be a duty free lunch period of at least twenty (20) minutes during the workday except in extenuating circumstances.

503.5 PREPARATION TIME

During the employee's normal working hours there shall be time allotted for the purpose of classroom preparation and student instruction. It is desirable for each employee to have an uninterrupted preparation period each day. Employees assigned to middle and high school shall have a minimum of one regularly assigned class period each day which may be used for preparation time, and during which the employee will not normally be assigned other duties. Elementary employees shall have designated preparation times within the class day. The above preparation times may be subject to change to accommodate participation in pilot programs.

The practice of using a regular employee as a substitute, thereby depriving him/her of his/her preparation time or interfering with his/her normal teaching assignment, is undesirable and shall be discouraged.

504 REDUCTION OF STAFF

504.1 COVERAGE

All employees under this agreement.

504.2 REDUCTION OF STAFF PROCEDURE

In the event the Board determines that staff must be reduced, they will first determine the area(s) where staff is to be reduced.

5. If a reduced employee can displace another employee in more than one area, then he or she must displace in the area where the least senior employee exists. The displaced employee has two (2) school days in which to notify the superintendent of the intent to displace. Within two (2) school days after the employee gives such notification, the superintendent will notify the less senior employee that he or she is to be displaced. An employee who is to be displaced will have the same displacement rights and time guidelines as stated above.
6. Should there be more than one employee with the same least seniority in this district, the one with the least total teaching experience shall be released next, unless needed to maintain a program.
7. Should more than one (1) employee still have the same least seniority, the Board shall decide which employee is to be released, taking into account, both on an individual basis and in comparison with other employees, factors such as academic training, past performances, and contributions to the educational program of the district.
8. If the administration decides to exercise its rights of transfer, assignment, and reassignment, and a vacancy exists, then the displaced professional staff member may change grade levels or departments, if the professional staff member has the proper Iowa Department of Education endorsements.
9. No new appointments may be made while there remain qualified, available teachers for the appointment on staff reduction, except when the position has been refused.
10. Not later than October 1 of each contract year, the superintendent shall post in a place accessible to employees and deliver to the Association a list showing each employee's: (a) most recent date of hire, except that all employees employed as of August 10, 1986, shall be credited with any and all years of service in the Dysart, Geneseo, Dysart-Geneseo, LaPorte City, and Union School Districts for purposes of seniority under this section; (b) staff reduction category; (c) categories into which the employee can displace. This list shall be used for purposes of staff reduction, which takes place after November 1. Errors on this list may be corrected if an employee notifies the superintendent in writing not later than November 1.

504.3 RECALL RIGHTS

1. Any employee laid off pursuant to this policy shall have recall rights for one (1) year from the effective date of his/her layoff to any position for which he/she is certificated or for which he/she has accumulated hours toward an endorsement prior to that layoff. Individuals will be recalled to available positions in inverse order to their layoff. Any employee re-employed by exercising his/her recall rights shall be granted the step on the salary schedule he/she would have occupied during the layoff. If the employee has qualified for vertical or horizontal movement on the salary schedule during the layoff, the movement

600 POLICIES AND PRACTICES

601 EMPLOYEE EVALUATIONS

601.1 NOTIFICATION OF ASSIGNED EMPLOYEES

Within four (4) weeks after the beginning of each school year, the building principal, superintendent, or designated supervisor shall acquaint each employee under his supervision with the evaluation procedures and instruments. The purpose of the orientation is to achieve mutual understanding of the evaluation system. No evaluation shall take place until such orientation has been completed.

A new employee or an employee reassigned after the beginning of the school year shall be notified of the evaluation procedures in effect. Such notification shall be prior to the first evaluation.

601.2 INFORMAL OBSERVATION

Informal observation for evaluation purposes may be done at any time.

601.3 CLASSROOM OBSERVATION

Classroom observations which will be included as part of a formal written evaluation of an employee must be documented with a record of the date, time of day, and approximate length of time of each observation by the evaluator. This information must be shared with the employee being evaluated. Employees must receive written feedback from the evaluator if information from this classroom observation is used as part of the formal written evaluation.

601.4 FORMAL WRITTEN EVALUATION

Formal Pre-Observation Information

The evaluator may request that the employee submit the objectives, methods, and materials planned for the performance situation to be observed.

Required Evaluations

Each first and second year employee shall be formally evaluated in writing at least two (2) times per year during the first two (2) years of employment. A continuing employee shall be formally evaluated in writing at least once each year. There shall be at least five (5) school days between each formal evaluation.

Conference and Copy

Each formal written evaluation and accompanying conference between the evaluator and the employee must be completed within five (5) working days following at least one (1) classroom observation of the employee being evaluated. The date, time of

601.8 NOTIFICATION OF WRITTEN COMPLAINTS

Any complaints directed toward an employee which are placed in his/her personnel file are to be called to the employee's attention in writing within ten (10) days of the complaint.

602 IN-SERVICE EDUCATION

602.1 IN-SERVICE COMMITTEE

An in-service committee with teacher representation shall be established in each building under the direction of the building principal for the purpose of making a recommendation to the principal on the structure and content of building's in-service training program.

The superintendent of schools shall consult with a committee selected from the building committees for recommendations toward the structure and content of the district's in-service training program.

603 VOLUNTARY TRANSFERS

603.1 DEFINITIONS

Transfer - the movement of employee at his/her request to a different building shall be considered a voluntary transfer.

603.2 NOTIFICATION OF VACANCIES

Method of Notification - the superintendent will post in all school buildings a list of the vacancies which occur during the school year and for the following school year.

Filing Requests - employees who desire a change in grade and/or subject assignment, or who desire to transfer to another building, may file a written statement of such desire with the Superintendent. Such statement shall include the grade and/or subject to which the employee desires to be assigned and the school or schools to which the employee desires to be transferred in order of preference. Such requests for transfer and reassignment shall be submitted no later than one week after the posting of notification of the vacancy.

603.3 SELECTION OF APPLICANTS

Vacancies are to be filled on the basis of experience, qualifications, and ability for the available positions.

603.4 FINAL DECISION

The superintendent shall have the final decision in all cases of transfer.

**700 SEPARABILITY, PRINTING AGREEMENT, DURATION AND SIGNATURE
 CLAUSE**

701 SEPARABILITY

Should any section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that section or clause shall be deleted from this Agreement to the extent that it violates the law. The Board and the Association may mutually agree to substitute for the illegal section or clause: (1) the last legal section or clause covering that item, or (2) a newly negotiated section or clause covering that item. The remaining sections and clauses shall remain in full force and effect.

702 PRINTING AGREEMENT

The Board of Education and the Association will share equally in the cost of printing the collective agreement. The Board, or its designee, shall provide a copy of the Master Agreement to each employee. In addition, the Association shall receive fifteen (15) copies.

703 FINALITY AND EFFECT OF AGREEMENT

This Agreement supersedes and cancels all previous agreements and practices relating to items covered in this Agreement between the Board and the Association or any employee, unless expressly stated to the contrary herein, constitutes the entire agreement between the parties, and concludes collective bargaining for its term, except as provided in 705 of this Article.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. The foregoing is not to prohibit either party from introducing items in future negotiation years which were withdrawn by either of the parties to achieve this Agreement.

704 DURATION

This Agreement shall be effective as of July 1, 2006, and shall continue in effect until June 30, 2007. Compensation rates for summer assignments will be according to the contract in effect when those duties begin.

SCHEDULE A

GRIEVANCE REPORT FORM

_____ School District	Distribution of Form
_____ Building	1. Association
_____ Aggrieved Person	2. Employee
	3. Principal
	4. Superintendent

**GRIEVANCE REPORT FORM
LEVEL II or SECOND STEP**

A. Date Violation Occurred _____

B. Section(s) of Contract Violated _____

C. Statement of Grievance _____

D. Relief Sought _____

Signature of Grievant Date

Signature of Assoc. Rep. Date

Date Received by Principal

E. Disposition by Principal _____

Signature of Principal Date

SCHEDULE B

DUES DEDUCTION AUTHORIZATION FORM

For Employer Use Only

Authorization for Payroll Deduction
for Education Association Dues

_____ Employee No.	_____ First Name	_____ Initial	_____ Last Name
_____ Date Started	_____ Amount	I hereby request and authorize the Board of Education of the Union Community School District as my remitting agent, to deduct from my earnings a sufficient amount to provide for the payment of the prevailing rate of dues which amount is to be remitted each of the indicated months for me on my behalf to the treasurer of the Union Education Association.	

Deductions shall be made as follows: (Employee shall initial the line indicating their choice of deduction method.)

_____ One third (1/3) of the annual Education Association dues shall be deducted in each of the months of September through November.

_____ One tenth (1/10) of the annual Education Association dues shall be deducted in each of the months of September through June.

It is understood that this authorization shall begin on the first payroll period following this date, and shall continue as specified above.

Signature _____

Social Security Number _____

Date _____

**SCHEDULE D
2006-2007
UNION COMMUNITY SCHOOL**

Experience	BA	BA+8	BA+16	BA+24	MA	MA+15	MA+30	MA+45
0	22,783	23,133	23,483	23,833	24,183	24,533	24,883	25,233
1	23,687	24,037	24,387	24,737	25,087	25,437	25,787	26,137
2	24,575	24,925	25,275	25,625	25,975	26,325	26,675	27,025
3	25,455	25,805	26,155	26,505	26,855	27,205	27,555	27,905
4	26,329	26,679	27,029	27,379	27,729	28,079	28,429	28,779
5	27,181	27,531	27,881	28,231	28,581	28,931	29,281	29,631
6	28,025	28,375	28,725	29,075	29,425	29,775	30,125	30,475
7	28,840	29,190	29,540	29,890	30,240	30,590	30,940	31,290
8	29,650	30,000	30,350	30,700	31,050	31,400	31,750	32,100
9	30,460	30,810	31,160	31,510	31,860	32,210	32,560	32,910
10	31,242	31,592	31,942	32,292	32,642	32,992	33,342	33,692
11	32,024	32,374	32,724	33,074	33,424	33,774	34,124	34,474
12	32,784	33,134	33,484	33,834	34,184	34,534	34,884	35,234

This salary schedule represents a hiring schedule which gives credit for up to and including twelve (12) years of teaching experience outside the district.

SCHEDULE E SUPPLEMENTAL PAY

Min. – Max.		Min. – Max.	
CLASS ADVISOR (Jr. & Sr.)		NEWSPAPER	
Prom Head	905	High School	287 – 713
Prom Helpers (2)	289		
Senior Class Advisor	289	SPEECH	
The Senior Class Advisor and the Prom Head will be selected by the H.S. Principal. The Prom Helpers positions will be chosen first from faculty volunteers. If more than two people volunteer, positions will be chosen by lottery.		H.S. large Group	697 – 1739
		H.S. Small Group	697 – 1739
CLUBS (if active)		STUDENT COUNCIL	
H.S. and M.S.	289	High School	458 – 1139
		Middle School	347
CHEERLEADING		(one teacher rep from each 6 th , 7 th , 8 th grades)	
High School		Elementary School	285
(if all three)	1430 – 3654	(max of three per building)	
OR		VOCAL MUSIC	
(each sport)	477 – 1218	High School	2642 – 6587
Middle School		H.S. Musical	629 – 1568
(if all three)	990 – 2480	(Head vocal plus	
OR		Asst. Drama and Asst. Tech)	
(each sport)	330 – 827	Middle School	1144 – 2852
DRAMA		M.S. Variety Show	525 – 1307
Head Drama & Asst. Tech.	1257 – 3135	Elementary Musical	206 – 512
(per play or musical)		Summer Lessons	\$35 per student
Head Tech & Asst. Drama	629 – 1568	(20 min. lesson per week for 6 weeks)	
(per play)		YEARBOOK	
FFA	572 – 1425	High School	697 – 1739
HOME EC CLUB	458 – 1139	Middle School	231
INSTRUMENTAL MUSIC		PAL COORDINATOR	
High School	2745 – 6842	Teacher Rep 6 th Grade	525
Middle School	1144 – 2852	Teacher Rep 7 th Grade	525
Summer Lessons	\$35 per student	Teacher Rep 8 th Grade	525
(20 min. lesson per week for 6 weeks)		BUILDING TECH COORDINATOR	
		(one per building)	
		Elementary School	525
		Middle School	525
		High School	525

Staff with supplemental assignments that have a salary range will receive a 10% increment raise for each year of experience in that position until they reach the maximum. Supplemental assignment without a range will be paid a flat dollar amount, not susceptible to a 10% increment.